**Programme Specification**

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| **Please note:** This specification provides a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if he/she passes the programme. More detailed information on the learning outcomes, content and teaching, learning and assessment methods of each module can be found in the programme handbook. The accuracy of the information contained in this specification is reviewed by the University and may be checked by the Quality Assurance Agency for Higher Education. |

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| **BSc (Hons) in Applied Bioscience for Laboratory Scientists** |

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| 1. **Awarding Institution/Body**
 | University of Kent |
| 1. **Teaching Institution**
 | University of Kent  |
| 1. **School responsible for management of the programme**
 | CHDA |
| 1. **Teaching Site**
 | Medway, Canterbury, Employer |
| 1. **Mode of Delivery**
 | Part-time blended learning Work Based Learning |
| 1. **Programme accredited by**
 | N/A |
| 1. **a) Final Award**
 | BSc (Hons)  |
| 7. **b) Alternative Exit Awards**  | BSc (non hons) Applied Bioscience for Laboratory Scientists; FdSc in Applied Bioscience for Laboratory Scientists;Certificate in Applied Bioscience for Laboratory Scientists |
| 1. **Programme**
 | Applied Bioscience for Laboratory Scientists |
| 1. **UCAS Code (or other code)**
 | N/A |
| 1. **Credits/ECTS Value**
 | 360 (180 ECTS) |
| 1. **Study Level**
 | Undergraduate |
| 1. **Relevant QAA subject benchmarking group(s)**
 | Biosciences (2015) |
| 1. **Date of creation/revision**
 | Jan 2017/revised FSO Jan 2018  |
| 1. **Intended Start Date of Delivery of this Programme**
 | September 2018 |

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| 1. **Educational Aims of the Programme**

The programme aims to: |
| * Instil in students a sense of enthusiasm for learning which may lead to continuing professional development or pathways for lifelong learning.
* Produce graduates equipped with the skills to play an enhanced role in the Biosciences Industry, nationally.
* Educate students in the theoretical (subject specific knowledge) and practical (laboratory based) aspects of the biological sciences which relate to current and future employment needs.
* Provide students with the skills to adapt and respond positively to new developments in the workplace.
* Develop the critical, analytical, problem based learning skills required by the students in the workplace.
* Develop student’s competences in a broad range of areas relevant to their current and future employment.
* Enhance and develop the student’s interpersonal skills.
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| **16 Programme Outcomes**The programme provides opportunities for students to develop and demonstrate knowledge and understanding, qualities, skills and other attributes in the following areas. The programme outcomes have references to the subject benchmarking statement for Biosciences 2015 (SB). For more information on the skills provided by individual modules and on the specific learning outcomes see the module mapping. The programme outcomes also relate to the Foundation Degree 2010 benchmark (FdB). For more information on the skills provided by individual modules and on the specific learning outcomes see the module mapping. |

**A. Knowledge and Understanding of:**

1. A broad based core covering the major elements, processes and mechanisms of life, from molecular to cellular, and from organism to community. Together with specialised in-depth study (often career related) of some aspects of the subject areas. (SB 3.2)
2. Information and data, their setting within a theoretical framework, accompanied by critical analysis and assessment to enable understanding of the subject area. (SB 3.2 & 3.3)
3. Terminology, nomenclature and classification systems. (SB 3.2)
4. Methods of acquiring, interpreting and critically analysing biological information through the use of texts, original papers, reports and data sets. (SB 3.2, 3.3 & 3.7)
5. A range of communication techniques and methodologies relevant to the particular discipline and the workplace. (SB 3.2 & 3.8)
6. Some of the current developments in the biosciences and their applications, and the philosophical and ethical issues involved. (SB 3.2 & 3.5)
7. The capacity to give a clear and accurate account of a subject, marshal arguments in a mature way and engage in debate and dialogue both with specialists and non-specialists, using appropriate scientific language. (SB 3.3 & 3.8)
8. The ability to think independently, set tasks and solve problems. (SB 3.3)
9. The applicability of the biosciences to the careers of the learners. (SB 3.2)
10. The appropriate strategies needed to apply the range of skills to the workplace. (FdB Item 42)
11. Strategies to apply underlying concepts and principles outside the context in which they were first studied, and the application of those principles in a work context. (FdB Item 42)
12. Strategies to evaluate critically the appropriateness of different approaches to solving problems in their field of study and apply these in a work context. (FdB Item 42)

**Skills and Other Attributes**

**B. Intellectual Skills:**

1. The ability to recognise and apply subject-specific theories, paradigms, concepts or principles. (SB 3.5)
2. The ability to synthesise, analyse and summarise information critically, including published research or reports. (SB 3.3, 3.5, 3.7 & 3.8)
3. The ability to obtain and integrate several lines of subject-specific evidence to formulate and test hypotheses. (SB 3.5)
4. The application of subject knowledge and understanding to address both familiar and unfamiliar problems. (SB 3.5)
5. The ability to recognise moral and ethical issues together with the appreciation of professional codes of conduct. (SB 3.2 & 3.5)
6. An ability to develop and utilise effective project management skills. (SB 3.9 & 3.10)
7. The ability to initiate & undertake critical analysis of information, and to propose solutions to problems arising from that analysis in their field of study and in a work context. (FdB Item 42)

**C. Subject-specific Skills:**

1. Undertake sufficient practical work to ensure competence in the basic experimental skills appropriate to the discipline under study. (SB 3.6)
2. The ability to design, plan, conduct and report on investigations, which may involve primary or secondary data, arising from individual or group projects. (SB 3.6, 3.7 & 3.8)
3. The ability to obtain, record, collate and analyse data using appropriate techniques in the work discipline. (SB 3.6-3.10)
4. Undertake an extensive work-based project in a responsible, safe and ethical manner, paying due attention to relevant health and safety guidelines/procedures. (SB 3.6-3.10)
5. Undertake training, develop existing skills, and acquire new competences that will enable the student to assume responsibility within their organisation. (FdB Item 42)

**D. Transferable Skills:**

1. The ability to use the internet and other electronic sources critically as a means of communication and a source of information. (SB 3.4 & 3.8)
2. A working knowledge of how to cite and reference work in an appropriate manner, including the avoidance of plagiarism. (SB 3.4 & 3.8)
3. An ability to effectively communicate information, arguments and analysis, in a variety of forms, to specialist and non-specialist audiences. (FdB 3.4 & 3.8)
4. Develop numeracy skills and have a working appreciation of the terms: validity; accuracy; calibration; precision; replicability. (SB 3.4 & 3.7)
5. Extensive experience of solving problems by a variety of methods, including the use of computers. (SB 3.7)
6. An ability to recognise and respect the views and opinions of other team members and develop good negotiating skills. (SB 3.9)
7. The ability to evaluate one’s performance as an individual and a team member as well as being able to assess the performance of others. (SB 3.9)
8. Develop an adaptable, flexible and effective approach to study and work. (SB 3.10)
9. Develop the qualities and skills necessary for employment and progression requiring the exercise of personal responsibility and decision making. (FdB Item 42)

**Teaching/learning and assessment methods and strategies used to enable the programme learning outcomes to be achieved and demonstrated**

Teaching and learning

Acquisition of outcomes A1-9 will be achieved primarily through extensive use of part-time blended learning materials including: Theoretical content in the form of storyboards; video; links to related reading; and activities with feedback provided. Students will be required to produce a Reflective Portfolio online which will act as a record of all learning. The emphasis of the programme is to link the knowledge and learning to work-based learning and employment wherever possible.

Problem-solving scenarios will allow students to develop skills in applying knowledge from different parts of the programme and the work place to complex situations. Students will be expected to gain experience of working as a part of a team in the workplace and to effectively utilise their skills and knowledge in this setting. The Company-based Project provides an extended period of time to investigate an aspect of science or technology in detail using the knowledge and skills acquired during the degree programme.

Whilst most material will be in the form of directed self-learning it is essential that the student has regular contact online and by telephone with the academic advisers. There will be ongoing feedback provided for the developing Reflective Portfolio. In addition it is critical that the supervisor in the workplace is able to provide regular contact and support for the student. This allows the opportunity for students to apply their knowledge and understanding in a work-based setting. It also allows for the development of information transfer and effective communication skills.

The programme allows students to develop enhanced problem solving skills as they progress to later stages. Feedback sessions provide the opportunity for discussion around the approaches to problem solving in specific areas.

This includes "hands-on" practical skills and also broader skills including: numeracy; IT and communication. Practical experience in the workplace will be essential to develop and enhance these skills. A summer school in both the first and second year of the programme will be used to provide more "hands-on" techniques/skills that are not available at work or locally.

Transferable skills will be incorporated within modules, commencing in Year 1 of the programme and a becoming enhanced in the later stages. Students will learn by doing with an emphasis on work-based learning. There will be many opportunities for problem solving and presentations and reports will provide the opportunity to enhance communication skills.

Assessment

Formative assessment will include: progress tests; reports; portfolio entries; short essays; analysis of case studies; and presentations. Progress and attainment of learning outcomes will be determined by a variety of summative assessments including: unseen written examinations, some as Multiple Choice Questions (MCQs); reports including the Company-based Project; essays; portfolio entries; case studies; and presentations.

Formative assessment will include: analysis of case studies; reports; portfolio entries; short essays; literature reviews; progress tests; and presentations. Progress and attainment of learning outcomes will be determined by a variety of summative assessments including: reports, especially the Company-based Project; essays; portfolio entries; case studies; presentations; and unseen written examinations, some as Multiple Choice Questions (MCQs).

A number of methods will be used for both formative and summative assessment of these more practical skills including: practical tests or assessment at the University or in the workplace; reports or other documents such as Standard Operating Procedures (SOPs); oral plus written presentations; project plans; and the Company-based Project Report.

A number of methods will be used for formative and summative assessment including: presentations; case studies; portfolio entries; project plans; and the Company-based Project Report.

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| For more information on the skills developed by individual modules and on the specific learning outcomes associated with any Certificate, Foundation Degree or Sc non-honours awards relating to this programme of study, see the module mapping table, located at the end of this specification.  |

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| **17 Programme Structures and Requirements, Levels, Modules, Credits and Awards**This programme is studied over four and a half years in distance learning mode. The programme is divided into three stages, each stage comprising modules to a total of 120 credits. Students must successfully complete each module in order to be awarded the specified number of credits for that module. One credit corresponds to approximately ten hours of 'learning time' (including all classes and all private study and research). Thus obtaining 120 credits in an academic year requires 1,200 hours of overall learning time. For further information on modules and credits refer to the Credit Framework at <http://www.kent.ac.uk/teaching/qa/credit-framework/creditinfo.html> Each module and programme is designed to be at a specific level. For the descriptors of each of these levels, refer to Annex 2 of the Credit Framework at <http://www.kent.ac.uk/teaching/qa/credit-framework/creditinfoannex2.html>. To be eligible for the award of an honours degree students must obtain 360 credits, at least 210 of which must be at Level 5 or above, including at least 90 credits at level 6 or above at Stage 3.Students successfully completing Stages 1 and 2 of the programme, and meeting credit framework requirements, who do not successfully complete Stage 3 will be eligible for the award of FdSc.Students successfully completing Stage 1 of the programme and meeting credit framework requirements who do not successfully complete Stage 2 will be eligible for the award of the Certificate in Applied Bioscience for Laboratory Scientists. Students successfully completing Stage 1 and Stage 2 of the programme and meeting Credit Framework requirements who do not successfully complete Stage 3 will be eligible for the award of the Foundation Degree in Applied Bioscience for Laboratory Scientists. Students successfully completing Stage 2 of the programme and achieving 300 credits overall including at least 60 credits at level 6 or above in Stage 3 and meeting Credit Framework requirements will be eligible for the award of a BSc non-honours degree.For further information refer to the Credit Framework at <https://www.kent.ac.uk/teaching/qa/credit-framework/creditinfo.html#exit-awards>. Compulsory modules are core to the programme and must be taken by all students studying the programme. Optional modules provide a choice of subject areas, from which students will select a stated number of modules. Where a student fails a module(s) due to illness or other mitigating circumstances, such failure may be condoned, subject to the requirements of the Credit Framework and provided that the student has achieved the **programme** learning outcomes. For further information refer to the Credit Framework at <http://www.kent.ac.uk/teaching/qa/credit-framework/creditinfo.html>. Where a student fails a module(s), but has marks for such modules within 10 percentage points of the pass mark, the Board of Examiners may nevertheless award the credits for the module(s), subject to the requirements of the Credit Framework and provided that the student has achieved the **programme** learning outcomes. For further information refer to the Credit Framework. No modules may be trailed. |

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| **KV Code** | **Code** | **Title** | **Level** | **Credits** | **Term(s)** |
| **Stage 1** |
| **Compulsory Modules** |
| LABS 4010 | LABS401 | Cell Biology | 4 | 15 | 1 (1,2) |
| LABS4020 | LABS402 | Biochemistry | 4 | 15 | 1 (1,2) |
| LABS4030 | LABS403 | Microbiology | 4 | 15 | 1 (1,2) |
| LABS4040 | LABS404 | Applied Chemistry | 4 | 15 | 1 (1,2) |
|  LABS4060 |  LABS406 | Basic Laboratory/Industry skills | 4 | 15 | 1 (1,2) |
| **Stage 2** |
| **Compulsory Modules** |
|  LABS4050 |  LABS405 | Human Physiology & Disease | 4 | 15 | 2 (1,2) |
| LABS4080 | LABS408 | Metabolism and Enzymology | 4 | 15 | 2 (1,2) |
|  LABS4070 | LABS407 | Business Improvement | 4 | 15 | 1, 2 (1,2) |
| LABS5070 | LABS507 | GxP (Business module) | 5 | 15 | 2 (1,2) |
| LABS5010 | LABS501 | Advanced Laboratory/Industry skills | 5 | 15 | 2 (1,2) |
|  |  |  |  |  |  |
| **Optional Modules** Students must select 30 credits |
| **Stage 3** |
| **Compulsory Modules** |
| LABS5030 | LABS503 | Infection & Immunity (Science module) | 5 | 15 | 3 (1,2) |
| LABS5040 | LABS504 | Applied Microbiology (Science module) | 5 | 15 | 3 (1,2) |
| LABS5050 | LABS505 | Pharmacology (Science module) | 5 | 15 | 3 (1,2) |
| LABS5020 | LABS502 | Company based Project | 5 | 45 | 2/3 (1,2) |
| **Stage 4** |
| **Compulsory Modules** |
| LABS6010 | LABS601 | Research Methods | 6 | 15 | 4 (1,2) |
| LABS6080 | LABS608 | Laboratory Research Project | 6 | 45 | 4 (2)5 (1) |
| LABS6020 | LABS602 | Drug Discovery and Development | 6 | 15 | 4 (1,2) |
| **Optional Modules** Students must select 3 level 6 science based CHDA modules (total 45 credits) |

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| **18 Work-Based Learning**Disability Statement: Where disabled students are due to undertake a work placement as part of this programme of study, a representative of the University will meet with the work placement provider in advance to ensure the provision of anticipatory and reasonable adjustments in line with legal requirements. |
| Where relevant to the programme of study, provide details of any work-based learning element, inclusive of employer details, delivery, assessment and support for students.  |
| The character of this BSc (Hons) degree is based on the integration of employer involvement together with flexible delivery, having work-based learning at the core of the programme. Work-based activities are embedded in the part-time blended learning materials used to deliver the knowledge in the science-based modules. There is a core business improvement module together with an optional business module on a topic relevant to the business or workplace. The programme also has a significant work-based project which will ideally provide business improvement(s) for the relevant company. |

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| **19 Support for Students and their Learning** |
| * School and University induction programme
* Programme/module handbooks
* Centre for Higher and Degree Apprenticeships http://www.kent.ac.uk/apprenticeships
* Library services <http://www.kent.ac.uk/library/>
* Student Support <http://www.kent.ac.uk/studentsupport/>
* Student Wellbeing [www.kent.ac.uk/studentwellbeing/](http://www.kent.ac.uk/studentwellbeing/)
* Centre for English and World Languages <http://www.kent.ac.uk/cewl/index.html>
* Student Learning Advisory Service <http://www.kent.ac.uk/uelt/about/slas.html>
* PASS system <https://www.kent.ac.uk/teaching/qa/codes/taught/annexg.html>
* Academic Adviser system <https://www.kent.ac.uk/teaching/advisers/index.html>
* Kent Union [www.kentunion.co.uk/](http://www.kentunion.co.uk/)
* Careers and Employability Services [www.kent.ac.uk/ces/](http://www.kent.ac.uk/ces/)
* Counselling Service https://www.kent.ac.uk/studentwellbeing/counselling/
* Information Services (computing and library services) [www.kent.ac.uk/is/](http://www.kent.ac.uk/is/)
* Undergraduate student representation at School, Faculty and Institutional levels
* International Recruitment Office <https://www.kent.ac.uk/internationalstudent/>; International Partnerships Office <https://www.kent.ac.uk/global/partnerships/>
* Medical Centre <https://www.kent.ac.uk/studentwellbeing/medicalcentre.html>
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| **20 Entry Profile**The minimum age to study a degree programme at the university is normally at least 17 years old by 20 September in the year the programme begins. There is no upper age limit. |
| 20.1 **Entry Route**For current information, please refer to the University prospectus |
| Entry requirementsApprenticeships are also offered to up-skill the existing workforce, therefore if you are an applicant without the traditional qualifications listed below; and have prior learning and skills developed from your workplace, please contact the university who will consider applicants on a case by case basis. Home/EU students The University will consider applications from students with a wide range of qualifications. Typical requirements are listed below. Students offering alternative qualifications should contact us for further advice. It is not possible to offer places to all students who meet this typical offer/minimum requirement.A level 80 points including DD at GCE A2 level for Biology and another science subject. Vocational Science based A level (Double award 12 units) and a pass in an approved English Language qualification  GCSE Five GCSE passes, including English Language or Use of English and mathematics at grade C or above, and at least two subjects at A2 level.  Access to HE Diploma A satisfactory pass in an approved Science Based Foundation or Access programme. Please check with the University beforehand that we will accept the Access/Foundation syllabus you took.  BTEC Level 3 Extended Diploma (formerly BTEC National Diploma) BTEC National Certificate in Science (merit level) and a pass in an approved English language qualification BTEC National Diploma in Science (merit level) and a pass in an approved English language qualification. International Baccalaureate 26/30 points (12/14 at Higher). The course studied must contain a significant content of Science at the required level. Please check with the University beforehand that you have studied sufficient Science at the required level. |
| 20.2 **What does this programme have to offer?** |
| * This programme is unique and innovative in its structure. It has been developed with employer input in response to industry needs nationally.
* It will provide students with the opportunity to further develop their skills and knowledge that will enable them to assume responsibility within organisations.
* It will provide the student with the qualities and transferable skills to allow them to be highly effective in their work place.
* The programme will develop student skills to critically analyse complex information and propose solutions to problems in a work context.
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| 20.3 **Personal Profile** |
| * You will be employed in a sector of the Applied Biosciences.
* You may either be a new employee with the need to develop scientific knowledge and sector skills; or you may be re-skilling in your workplace; or you may be enhancing your skills and knowledge with a view to career enhancement.
* You will have a suitable level of numeracy and communication skills and a willingness to develop these further on the programme.
* You should have a willingness to develop the skills to critically analyse work based problems and effectively propose and communicate solutions.
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| 21 **Methods for Evaluating and Enhancing the Quality and Standards of Teaching and Learning** |
| 21.1 **Mechanisms for review and evaluation of teaching, learning, assessment, the curriculum and outcome standards** |
| * Student module evaluations
* Annual programme and module monitoring reports <http://www.kent.ac.uk/teaching/qa/codes/taught/annexe.html>
* External Examiners system <http://www.kent.ac.uk/teaching/qa/codes/taught/annexk.html>
* Periodic programme review <http://www.kent.ac.uk/teaching/qa/codes/taught/annexf.html>
* Annual staff appraisal
* Peer observation
* Quality Assurance Framework <http://www.kent.ac.uk/teaching/qa/codes/index.html>
* QAA Higher Education Review <http://www.qaa.ac.uk/InstitutionReports/types-of-review/higher-education-review/Pages/default.aspx>
* Feedback from employer supervisors.
* Feedback from employers.
 |
| 21.2 **Committees with responsibility for monitoring and evaluating quality and standards** |
| * Staff-Student Liaison Committee
* School Education Committee
* Faculty Education Committee
* Faculty Board
* Education Board
* Board of Examiners
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| 21.3 **Mechanisms for gaining student feedback on the quality of teaching and their learning experience** |
| * Student module evaluations
* Staff-Student Liaison Committee
* Student rep system (School, Faculty and Institutional level)
* NSS
* Employer feedback.
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| 21.4 **Staff Development priorities include:** |
| * PGCHE requirements
* HEA (associate) fellowship membership
* Annual appraisals
* Institutional Level Staff Development Programme
* Academic Practice Provision (PGCHE, other development opportunities)
* Professional body membership and requirements
* Programme team meetings
* Research seminars
* Conferences
* Study leave
* Equality, Diversity and Inclusivity (EDI) awareness
* Attendance at employer/industry conferences.
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| 22 **Indicators of Quality and Standards** |
| * Results of periodic programme review when due
* QAA Higher Education Review 2015
* Annual External Examiner reports
* Annual programme and module monitoring reports
* Employer feedback.
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| 22.1 **The following reference points were used in creating these specifications:** |
| * QAA UK Quality Code for Higher Education http://www.qaa.ac.uk/assuring-standards-and-quality
* QAA Benchmarking statement for Biosciences (2015)
* School and Faculty plan
* University Plan <https://www.kent.ac.uk/about/plan/> and Learning and Teaching Strategies https://www.kent.ac.uk/uelt/strategies/lta.html
* Staff research activities
* Kent Inclusive Practices (<https://www.kent.ac.uk/studentsupport/accessibility/inclusive-practice.html>)
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| 23 **Inclusive Programme Design**  |
| The School recognises and has embedded the expectations of current equality legislation, by ensuring that the programme is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services. |

*Template last updated November 2017*

**BSc (Hons) in Applied Bioscience for Laboratory Scientists**

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|  | **Level 4** | **Level 5** | **Level 6** |
|  | LABS401 | LABS402 | LABS403 | LABS404 | LABS405 | LABS406 | LABS407 | LABS408 | LABS501 | LABS502 | LABS503 | LABS504 | LABS505 | LABS601 | LABS608  | LABS602 |
|  |  |  |  |
| A1 | X | X | X | X | X |  |  | X |  |  | X | X | X | X | X | X |
| A2 | X | X | X | X |  | X |  | X | X |  | X | X | X | X | X | X |
| A3 | X | X | X | X | X | X | X | X | X |  | X | X | X | X | X | X |
| A4 |  |  | X |  | X | X |  |  | X |  | X | X | X | X | X | X |
| A5 |  |  |  | X | X |  |  |  |  | X | X | X | X | X | X | X |
| A6 |  |  |  |  |  |  |  |  |  |  | X | X | X | X | X | X |
| A7 | X | X | X | X | X |  |  | X |  | X | X | X | X | X | X | X |
| A8 |  |  |  |  |  |  | X |  | X | X |  | X | X | X | X |  |
| A9 | X |  |  |  |  | X |  | X |  |  |  | X | X | X | X | X |
| A10 | X | X |  | X |  | X | X | X | X | X |  | X | X |  | X |  |
| A11 |  |  |  |  |  |  | X | X |  | X |  |  |  |  | X |  |
| A12 | X | X | X |  |  |  | X | X |  | X |  | X | X |  | X |  |
| **Intellectual Skills:** |  |  |  |
| B1 | X | X | X | X | X |  | X | X |  | X | X | X | X | X | X | X |
| B2 |  | X |  |  |  | X | X | X | X | X |  | X | X | X | X | X |
| B3 |  | X |  |  |  | X | X | X | X | X |  |  |  | X | X | X |
| B4 | X | X |  | X |  | X | X | X |  | X |  | X | X | X | X |  |
| B5 |  |  |  |  | X |  |  |  |  |  | X |  |  | X | X | X |
| B6 |  |  |  |  |  |  | X |  |  |  |  |  |  | X | X | X |
| B7 |  | X |  |  | X |  | X | X | X | X | X | X | X |  | X |  |
| **Subject-specific Skills:** |  |  |  |
| C1(20) | X | X | X | X |  | X |  | X | X |  |  | X | X | X | X | X |
| C2 | X | X | X | X |  |  | X | X | X |  |  | X | X | X | X | X |
| C3 | X | X |  | X | X |  | X | X | X |  | X | X | X | X | X |  |
| C4 |  | X | X | X | X | X |  |  | X |  |  |  |  |  | X |  |
| C5 |  |  | X | X |  |  | X |  | X |  |  | X | X |  | X |  |
| **Transferable Skills:** |  |  |  |
| D1 | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X |
| D2 | X | X | X | X | X |  | X | X | X | X |  | X | X | X | X | X |
| D3 | X | X | X | X | X |  |  | X |  | X | X | X | X | X | X | X |
| D4 |  | X | X | X | X |  |  | X |  | X |  | X | X | X | X | X |
| D5 |  | X | X | X | X |  | X | X |  | X |  | X | X | X | X | X |
| D6 |  |  |  |  |  |  | X | X |  |  |  |  |  |  | X |  |
| D7 | X | X | X |  | X | X | X | X | X | X | X | X | X | X | X | X |
| D8 | X | X | X | X | X | X |  | X | X | X | X | X | X | X | X | X |
| D9 | X | X | X | X | X | X |  | X | X | X | X | X | X |  | X |  |